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DHS CHIEF HUMAN CAPITAL OFFICER MESSAGE ON MAXHR

The following message was received today from the DHS Human Capital Officer concerning MAX^{HR} for distribution to all employees. We are also working with the Civilian Staff Advisors to pass the word. Thanks for your assistance.

TO: DHS Employees

FROM: Ron James, Chief Human Capital Officer

The MAX^{HR} program covers the following six major human capital flexibilities: pay, performance management, classification, labor relations, adverse actions, and appeals.

The U.S. District Court for the District of Columbia late Friday issued a ruling in a lawsuit brought by several federal unions to stop the implementation of certain provisions of the MAX^{HR} program.

The Judge's ruling permits the Department to implement most of the provisions of the adverse actions and appeals portions of the program and DHS is currently reviewing the Judge's decision. However, the court's ruling did not authorize the Department to implement the labor relations provisions at this time, but instead invited the Department and the Office of Personnel Management (OPM) to submit a revised order that may permit portions of the labor management flexibilities to be put in place at a future date. The Department of Homeland Security is working with the Department of Justice and OPM in considering next steps.

We will keep you informed as further information on MAX^{HR} becomes available.

Regards,

RADM Kenneth T. Venuto
Ken Venuto

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